



U.S. Army Dental Command

Civilian Human Resources Newsletter

July 2010

This newsletter is a strategic communication tool intended to inform all levels on DENCOT civilian human resources issues and initiatives.

Command Employees Convert to General Schedule

Effective 20-JUN-2010 Dental Command non-clinical National Security Personnel System (NSPS) employees converted to the General Schedule personnel system. Impacted employees may view their Notification of Personnel Action (SF50) via their My Biz account (<https://compo.dcpds.cpmc.osd.mil>). Converted employees need to be placed on Total Army Performance Evaluation System (TAPES) performance plans by the end of the month. Employees, grades 8 and below use DA Form 7223-1. Employees grades 9 and above use DA Form 7222-1. These documents are available online at: www.army.mil/usapa/eforms. The 2010 rating cycle for all employees that transitioned from NSPS will end 31-OCT-2010.

TSP Funds to Merge

This month the Thrift Savings Plan (TSP) L 2010 fund will disappear and a new L 2050 fund will be established. Investments previously assigned to the fund will be transitioned to the L Income fund. Adjustments are made to L funds every calendar quarter. Eventually all L funds transition into the Income fund. In July 2020, the L 2020 fund will disappear and the L 2060 fund will be introduced. For additional information visit www.tsp.gov.

Civilian Recognition

Three categories of recognition exist for civilian employees: monetary, honorary, and time-off. All can serve as motivation to the recipients and other employees. Effective use of awards requires consideration of the nature of the contribution and the needs and interests of the employees. For example, it might be appropriate to grant an honorary award to an individual for long and distinguished service, while cash recognition might be appropriate for an individual that produced an excellent product or completed a complex assignment in an outstanding way. The granting of awards should be considered judiciously by managers to avoid the impression that they are an entitlement. Awards should only be granted where fully deserved and with full explanation as to the accomplishments being recognized. For additional information on civilian recognition tools visit: <http://cpol.army.mil/library/permis/53.html>.

